



DEPARTMENT OF THE ARMY
HEADQUARTERS, NATIONAL TRAINING CENTER AND FORT IRWIN
FORT IRWIN CA 92310-5000

AFZJ-CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: NTC Policy #3-Equal Opportunity (EO) Program and Complaint Procedures

1. PURPOSE: To establish NTC and Fort Irwin policy on the EO Program and Complaint Procedures.

2. APPLICABILITY: This policy supersedes all previous NTC policies with the above subject, remains in effect until specifically rescinded or superseded, and applies to all units and personnel assigned to the National Training Center.

3. REFERENCE:

a. Army Regulation 600-20, Army Command Policy, Chapter 6 and Appendix C, 6 November 2014.

b. DoDD 1020.02E, Diversity Management and Equal Opportunity in the DoD, 8 June 2015.

c. Army Directive 2016-35, Army Policy on Military Service of Transgender Soldiers, 7 November 2016.

4. POLICY: As the Senior Commander of the National Training Center and Fort Irwin, I am totally committed to achieving and safeguarding an environment free from all forms of discrimination for all Service members; regardless of race, color, sex (gender identity) religion, sexual orientation or national origin; a fundamental policy of the U.S. Army. Discrimination destroys teamwork and negatively affects readiness, and will not be practiced, condoned or tolerated at the NTC and Fort Irwin.

a. Discrimination includes any action that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, sex (gender identity), religion, sexual orientation, or nation origin. No Soldier or employee may take or threaten to take unfavorable personnel actions, or to withhold a favorable personnel action, in reprisal against any person for filing a complaint. If an allegation of reprisal is made known to any agency authorized to receive complaints, the agency will refer the complaint to the Inspector General (IG).

b. Victims of discrimination are encouraged to report incidents to their chain of command. In addition to, or as an alternative to, reporting discrimination to your

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supervisor/chain of command, there are several other avenues of redress available to you. Soldiers may make such reports to the Equal Opportunity Advisor (EOA) Office, the IG, a Chaplain, Medical agency personnel, the Staff Judge Advocate or someone in a higher echelon in their chain of command.

c. Commanders should seek the advice and counsel of their legal advisor when taking actions pursuant to this policy. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other discrimination allegations that are reported to a commander will be properly investigated IAW AR 600-20, Appendix C.

d. Commanders are responsible for coordinating with the unit EOA to ensure all discrimination allegations are entered in the Department of the Army's system of record, the Equal Opportunity Reporting System (EORS) regardless of the type of investigation conducted (law enforcement, IG, or administrative). EOAs will ensure these incidents are recorded in EORS.

e. Every Commander, director, and supervisor will set the appropriate example with regard to prevention of discrimination and will take proper action to create and sustain an environment that promotes inclusion, dignity, respect, teamwork, and trust.

5. PROPONENT: Point of contact for this policy is the Installation EOA at 760-380-4963



JEFFERY D. BROADWATER
Brigadier General, USA
Commanding

17 Nov 2016

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